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Hours of Labor in Foreign Countries

By LEIFUR MAGNUSSON,

Bureau of Labor Statistics, United States Department of Labor

THE universal 8-hour day appears to be in slow process of realization. An age-old demand of the workers of the world, it is now one of the principal outcomes, as far as labor is concerned, of the various social revolutions breaking over Europe. The realization of an 8-hour day is the most significant evidence of determination on the part of the worker to assume a station of respect, authority, and leisure among his fellows.

That work is a means to an end, and that diversity and a leisure for the cultivation of home life, social pleasures and the higher virtues is the end of life constitute the underlying philosophy of the short hour movement. However, it is undoubtedly true that the 8-hour day is now receiving its strongest support from the idea that shortening hours will require a larger man power to sustain production. This is peculiarly a trade union doctrine, and has been pressed home at present on account of the threat of unemployment under demobilization of the vast armies.

Yet in the long run it remains true that the deepest justification for the shorter workday is not economic but cultural and social. Shorter hours mean a higher degree of education for the workers, more pleasure in the work, whatever it may be, and make possible improved housing and higher standards of living. The education of the public forum and the public press cannot be effective for that part of our population which is required to work for hire 10 and 12 hours a day. Moreover work done continuously for such hours necessarily becomes monotonous and depressing and there is need to counterbalance its untoward effects upon the human psychology by some means of recreation and pleasure.

But this again the long hours of work prevent because it is necessary that the worker should have his home near his place of work in the crowded industrial centers. Not until the laborer is assured of a shorter workday will it be possible for him wholly to live in houses of pleasant rural or suburban surroundings distantly

removed from his place of work. The hours a man works become frequently a determining factor in the character of his home and home life.

Ultimately, too, the most important test of the standard of living of a people is the hours of labor of its working forces. The continents of Asia and Africa are the countries of low standards where people live nearest the line of bare subsistence and suffer most from ruthless exploitation. These countries are also the home of the 11 and the 12-hour day.

HOURS OF LABOR IN THE PRINCIPAL INDUSTRIAL COUNTRIES

Few countries publish adequate statistics as respects the hours of work in their industries. Very few have as full data on the subject as are contained in the reports of the United States Census Bureau, the Federal Bureau of Labor Statistics and the various state bureaus of labor, factory inspection offices and industrial commissions in this country. Data on hours of labor in different industrial countries are to be had only from very diverse sources, as will appear in this compilation. The most reliable data are probably those furnished in various reports on collective agreements gotten out by the continental European countries. But the material on the whole is fragmentary, and cannot be said to be more than illustrative. The material presented here covers in general the principal manufacturing industries, and to a less extent transportation, building and construction work. Commercial and office employments are not generally represented in the information gathered.

The data have been classified by countries, first, because manufacturers are believed to be most interested in it from that point of view, and also because the material is somewhat fragmentary and does not supply information for all industries in the different countries.

The period for which the data are applicable varies very considerably. Much of it is pre-war material and thus shows normal industrial conditions. Variations in hours of labor take place slowly so pre-war conditions represent the present situation fairly well. Catastrophic changes have occurred, not during the war, but as a result of revolution. As these latter changes are reflected only in legislation they have been discussed in that section of this article.

Great Britain

The present industrial situation in Great Britain is one of extreme unrest. In no field has this unrest been more pronounced than in that of the hours of labor. The demand for shorter hours by one group of workers has been closely followed by that of another group. The *Labor Gazette* of the Ministry of Labor¹ summarizes the situation during 1918 in the statement that over 120,000 workingmen had their normal working time reduced over 450,000 hours per week. This is an average reduction of $3\frac{3}{4}$ hours per week for the workers affected. Of those affected 55,000 were employed in engineering and shipbuilding trades, 20,000 in the building trades and 11,000 in the clothing trades.

At the end of the year demands were being made for reduced hours in the largest trades in England. The textile workers, who have been working a $55\frac{1}{2}$ -hour week, have secured a 48-hour working week.² They demanded a 45-hour week. Street railway employes together with surface and tube men, by agreement, January 30, 1919, secured an 8-hour day exclusive of meal time. Motormen are not included.³ The engineering and shipbuilding trades have been on a 47-hour week since November 18, 1918.⁴ This change involves over 430,000 organized machinists and related workers.⁵ The government has conceded the basic 8-hour day to the railway office staffs which took effect February 1, 1919; the railway shopmen, in common with the machine, foundry and shipbuilding crafts, have the 47-hour week.⁶ The employers federations and the organized workers in the printing trades have concluded an agreement for a 48-hour week effective March 3, 1919.⁷ The action taken by two famous employers may also be cited here. Messrs. Cadbury Brothers (Ltd.), Bournville, who employ about 6,000 persons have agreed to reduce the working week from 48 to 44 hours,⁸ and the Ford Motor Company, of England, has granted the 40-hour week, a change from a 48-hour basis.⁹

¹ January, 1919, p. 4.

² *Consular Report*, Feb. 7, 1919.

³ *London Times*, Feb. 8, 1919.

⁴ *London Times*, Jan. 28, 1919.

⁵ *British Evening Standard*, Dec. 23, 1918.

⁶ *London Times*, Jan. 7, 1919.

⁷ *London Times*, Feb. 26, 1919.

⁸ *London Times*, March 3, 1919.

⁹ *London Times*, Dec. 24, 1918.

In the British building trades changes of importance recently occurred at a conference in Manchester, February 19, 1919,¹⁰ of the Northwestern Federation of Building Trade Employers and the National Federation of Building Trades Operatives. Under this arrangement which includes the districts of Lancashire, Cheshire, Westmorland, Cumberland, parts of North Wales and North Derbyshire, the hours worked per week are reduced from 54 to 46½ in summer and to a maximum of 44 in winter. Liverpool and Birkenhead districts anticipated the scheme in December last. Altogether about 35,000 operatives and 3,000 employers are affected by the scheme. It is more than likely, however, that similar arrangements will be made for the whole of the building trades in England.

The electrical construction industry at a first meeting of a joint industrial council for the trade at Leeds, January 22, 1919, obtained a 47-hour week, effective January 27, and with the same pay as for the 53-hour week. In general as a matter of fact, these decreases in hours have not meant any decreases in wages.

Tables 1 and 2 are presented on pp. 206 and 207, which show prevailing hours in the cabinet-working trades and in the boot and shoe industry as of October, 1914, classified by localities. Boot and shoe operatives work prevailing 52 hours a week and cabinet-workers and upholsterers average about 51 hours a week.

Among women and minors there has been a tendency to reduce hours during the war. The factory inspector reports:¹¹

The tendency to reduce hours, which has been a growing feature since the early days of the war, continues, and cases where women and young persons are employed for hours in excess of the maximum weekly limits allowed by the ordinary provisions of the Factory Acts are now rare. With a view to ascertaining the hours actually worked by women and girls in munition factories a special investigation was undertaken by Miss Squire in the Southeastern Division. Visits were paid to a number of works selected so as to give a fair sample of the munition works in the Division, and in which the total number of women and girls employed was approximately 27,000. In only 5 cases did the hours actually worked exceed 60 per week; in 32 cases they amounted to 60; in 62 cases they were between 55 and 60; in 51, between 50 and 55; in 20 between 45 and 50; and in 7 they were less than 45. At a fair proportion of these factories the hours last year exceeded 60 per week.

¹⁰ *Manchester Guardian*, Feb. 20, 1919.

¹¹ *Annual Report of the Chief Inspector of Factories and Workshops* for the year 1917; London, 1918; p. 5.

TABLE 1. HOURS OF LABOR—BOOT AND SHOE OPERATIVES, OCTOBER, 1914

(Source: Great Britain Board of Trade—*Seventeenth Abstract of Labor Statistics of the United Kingdom*; London, 1915; p. 56)

District	Weekly
England and Wales:	
London ¹	52½
Anstey ¹	52½
Barnsley	54
Bishop Aukland	48
Bristol ¹	52½
Chesterfield	52½
Daventry	52½ and 54
Derby	54
Heckmondwike	52½
Hinckley, Barwell, and Earl Shilton ¹	52½
Ipswich	52½
Kendal	49½
Kettering ¹	52½
Kingswood ¹	52½ and 53½
Leeds ¹	52½
Leicester ¹	52½
Manchester	54
Midsomer Norton	53½ and 54
Newcastle-on-Tyne ¹	52½
Northampton ¹	52½
Norwich ¹	54
Nottingham	54
Paulton (near Bristol)	53
Rushdum, Higham Ferrers, and Wellingborough ¹	52 and 54
Stafford ¹	52½
Stone	52½
Wigston	52½
Wolverhampton	52½
Worcester	52
Scotland:	
Aberdeen, Arbroath, Carnoustie, and Dundee ¹	52½
Ayr	52½
Edinburgh	52½
Glasgow ¹	52½
Kilmarnock	52½
Maybole	52½
Ireland:	
Belfast	52½ and 54

¹ The rates and hours quoted are embodied in arbitrator's awards or in agreements between employers and workpeople, or have been fixed by local conciliation boards.

TABLE 2. HOURS OF LABOR—CABINET MAKERS, FRENCH POLISHERS, AND UPHOLSTERERS, OCTOBER, 1914

(Source: Great Britain Board of Trade—*Seventeenth Abstract of Labor Statistics of the United Kingdom*; London, 1915; p. 55)

Towns	Weekly
London.....	48 to 52½
Belfast.....	49½, 52½
Birmingham.....	54
Blackburn.....	49
Bolton.....	51
Bradford.....	51
Burnley.....	53
Dublin.....	50, 52½
Dundee.....	51
Edinburgh.....	51
Glasgow.....	51
Halifax.....	53
Huddersfield.....	51
Hull.....	53
Leeds.....	49½, 52½
Leicester.....	53
Liverpool.....	46½ to 54
Manchester.....	48
Middlesbrough.....	52, 53
Newcastle-on-Tyne.....	50
Nottingham.....	51½
Oldham.....	51
Preston.....	49½ to 53, 52
Sheffield.....	49½
Sunderland.....	50, 53
Swansea.....	54

Canada

The data as to hours of labor in Canada are so fragmentary as scarcely to deserve presentation. Such information as is obtainable tends to show that industrial Canada is passing slowly from a 10-hour to a 9-hour day. The war period has marked some changes in that direction. In 1910 the building trades were almost universally on a 10-hour basis except in some of the cities where organization was strong or scarcity of labor existed.¹² The 8 and 9-hour day prevailed more generally in the Western cities. Public works, which usually represent the highest standards in a

¹² Parliament. House of Commons. Proceedings of the special committee on Bill No. 1, an act respecting hours of work of public works. Ottawa, 1910; pp. 400-404.

country as respects hours, are still on a 9-hour day,¹³ some even on a 10-hour day.¹⁴

Contract miners in the Crow's Nest Pass were granted an 8-hour day in May, 1918, and British Columbia employers granted their lumbermen (3,000 in number) an 8-hour day about the same time. The reduction was from a 10-hour day.¹⁵

The fourteen leading garment manufacturers of Montreal on February 13 voluntarily granted their employees a 44-hour week, effective April 1. The change affects 5,000 or 6,000 garment workers of whom 40 per cent are women.¹⁶

Commonwealth of Australia

No country in the world has such uniformly short hours of labor as Australia. It is the 8-hour country and has been so for years. There is not much doubt but that this is due primarily to effective union organization and control of the government by labor. The 8-hour day is not, however, incorporated in the laws of the Australian states, except in New South Wales. (See p. 231) It has been secured by arbitration awards and collective bargaining. In 1917 the number of organized workers—which partially represents the number affected by an 8-hour day—was over 500,000. The total population is approximately five million.

The nominal full-time hours of work for adult male employes averaged 48.1 hours per week in December, 1917; and for adult female workers 48.8. These figures are derived from data covering all industrial groups except agriculture and shipping. Each group is given importance according to the number affected by each specified nominal full-time hours. The longer hours of women workers is notable, and is due to the fact that a relatively larger number are in lower paid and sweated trades, protected, however, by minimum wage boards. More women, too, are in the commercial occupations, stores and offices, where hours are uniformly longer than in the factories. The longest hours prevail in transportation and in domestic service for both male and female employes.

The two tables which follow show weighted average nominal

¹³ Canada. *Labor Gazette*. Feb., 1918, p. 141; Sept., 1918, p. 752.

¹⁴ *Idem*. Feb., 1918, p. 142.

¹⁵ *Idem*. May, 1918, pp. 368, 369.

¹⁶ *Idem*. March 1919, p. 339.

full-time hours of labor per week of adult workers in the principal industries of Australia, classified first by states and second by industry groups.

TABLE 3. WEIGHTED AVERAGE NOMINAL FULL-TIME HOURS OF WORK PER WEEK OF ADULT WORKERS IN THE PRINCIPAL INDUSTRIES OF AUSTRALIA (EXCLUSIVE OF SHIPPING AND AGRICULTURE)

(Source: Commonwealth Bureau of Census and Statistics, Labor and Industrial Branch; Report No. 8, 1918; pp. 76, 77)

MALE					
States	1914 (April 30)	1914 (Dec. 31)	1915 (Dec. 31)	1916 (Dec. 31)	1917 (Dec. 31)
New South Wales.....	49.4	49.4	49.3	48.5	48.4
Victoria.....	48.8	48.7	48.5	48.2	48.1
Queensland.....	48.8	48.6	48.6	48.3	47.2
South Australia.....	48.6	48.6	48.5	48.1	47.8
Western Australia.....	47.8	48.2	48.1	48.1	48.1
Tasmania.....	48.6	48.6	48.6	48.6	48.5
Commonwealth	48.9	48.9	48.8	48.3	48.1

FEMALE					
New South Wales.....	49.3	49.3	49.5	49.4	49.0
Victoria.....	48.5	48.5	48.5	48.4	48.3
Queensland.....	49.3	49.8	49.8	49.9	49.0
South Australia.....	49.3	49.3	49.4	49.0	48.7
Western Australia.....	48.7	49.4	49.9	49.1	48.8
Tasmania.....	50.8	50.8	50.1	49.8	49.8
Commonwealth	49.1	49.1	49.1	49.0	48.7

TABLE 4. WEIGHTED AVERAGE NOMINAL WEEKLY FULL-TIME HOURS OF LABOR FOR DIFFERENT INDUSTRY GROUPS IN THE SIX AUSTRALIAN CAPITAL CITIES, DECEMBER 31, 1917

(Source: Commonwealth Bureau of Census and Statistics, Labor and Industrial Branch; Report No. 8, 1918; pp. 76-77)

MALES							
Industry group	Nominal weekly full-time hours of labor in—						
	Sydney, N.S.W.	Melbourne, Victoria	Brisbane, Queensland	Adelaide, South Australia	Perth, Western Australia	Hobart, Tasmania	Average, six cities
Wood, furniture, etc.	48.0	48.1	46.2	47.9	48.0	48.0	47.8
Engineering, metal works. .	48.0	48.0	45.7	48.0	48.0	48.0	47.8
Food, drinks, etc.	48.6	48.5	47.7	48.4	49.9	49.3	48.5
Clothing, boots, etc.	47.8	48.0	47.3	48.0	48.0	48.0	47.9
Book etc., printing	46.7	45.9	45.3	47.6	45.6	46.0	46.3
Other manufacturing	48.0	48.1	46.9	48.1	48.1	48.2	48.0
Building	47.3	44.3	44.0	45.2	47.9	47.3	45.8
Mining	45.2	44.9	43.0	44.4	47.5	47.2	45.3
Railroad and street car transportation	48.3	48.2	48.8	48.5	48.5	49.8	48.4
Other land transportation . .	54.9	51.6	50.9	49.5	48.0	51.9	52.5
Domestic service, hotels, etc.	56.6	56.9	56.0	54.7	55.5	58.0	56.4
Miscellaneous	48.6	48.6	48.3	47.8	47.0	48.3	48.4
All industries combined	48.4	48.1	47.2	47.8	48.1	48.5	48.1
FEMALES							
Food, drink, etc.	48.0	48.0	48.0	48.0	48.0	48.0	48.0
Clothing, boots, etc.	47.8	48.0	47.6	48.0	48.0	46.5	47.9
All other manufacturing . . .	47.2	47.9	47.4	47.5	..	48.0	47.6
Domestic service, hotels, etc.	51.0	50.5	52.5	50.7	49.6	58.0	51.1
Offices and stores	50.3	48.0	48.0	49.0	..	..	49.0
All industries combined	49.0	48.3	49.0	48.7	48.8	49.8	48.7

South Africa

The South African Economic Commission which reported early in 1914 gives no figures for hours of labor in South Africa, but contents itself with the statement that great variety exists in that respect; some very long hours prevail, "far longer than should be necessary in South Africa to find employment for the people at satisfactory wages."¹⁷

¹⁷ *Report of the Economic Commission*, Jan., 1914; Pretoria, 1914; pp. 62, 63.

CONTINENTAL EUROPEAN COUNTRIES

Austria

Trade agreement data as reported through the official labor journal of Austria furnish about the only measurably satisfactory statistics as respects prevailing hours of labor. Obviously such data show the situation as relatively favorable, organized workers being presumably better off than the wholly unorganized. Outside of roofers and plasterers in the building trades there are no 8-hour trades in Austria. Only a few are 9-hour trades, e.g., woodworking, upholstering, bookbinders, masons and helpers, building laborers, carpenters, painters and decorators. The 10-hour trades are stone, pottery and glass and clothing (more nearly 11 hours). The iron and steel and allied industries work on a nominal 57 to 58-hour week.

Two tables follow (Tables 5 and 6) covering the latest available material as respects trade union hours of labor in Austria.

TABLE 5. HOURS OF LABOR IN AUSTRIA FIXED BY COLLECTIVE AGREEMENTS, 1913

(Source: *Soziale Rundschau hrsg. vom K. K. Arbeitsstatistischen Amt im Handelsministerium*; Vienna, May-June, 1915; p. 115)

Daily hours of labor	Establishments		Employees	
	Number	Per cent	Number	Per cent
8 hours.....	156	2.0	406	0.3
Over 8 hours and under 9.....	317	4.0	2,209	1.7
9 hours.....	3,978	49.6	58,405	45.2
Over 9 hours and under 10.....	1,840	23.0	46,295	35.9
10 hours.....	675	8.4	17,617	13.6
Over 10 hours.....	1,054	13.0	4,248	3.3
Total.....	8,020	100.0	129,180	100.0

TABLE 6. NORMAL HOURS OF LABOR PER DAY IN AUSTRIA, AS FIXED BY COLLECTIVE AGREEMENTS, 1913, BY INDUSTRY GROUPS

(Source: *Soziale Rundschau*; Vienna, May, June, 1916; pp. 122, 123)

Industry groups	Less than 9 hours	9 to 9½ hours	9½ to 9¾ hours	10 hours	Over 10 hours
Stone, pottery and glass.....	..	1,032	554	8,283	45
Iron and steel and allied	38	6,791	23,761	1,984	71
Woodworking.....	125	10,341	513	259	54
Leather.....	..	80	460	210	..
Textiles (weavers, principally) ..	..	..	720	466	..
Upholstering.....	..	915	..	..	..
Clothing.....	..	444	415	787	1,973
Paper and paper goods.....	..	..	118	..	..
Bookbinders	122	2,635	89	9	..
Food and food products:	..	..	..	..	..
Bakers.....	..	75	..	344	131
Others.....	..	1,001	174	1,105	621
Chemical.....	..	8	154	600	..
Building trades:	..	..	..	..	..
Masons and helpers .....	..	12,875	12,524	2,531	..
Masons and carpenters ..	..	..	2,460	..	..
Building laborers.....	..	15,250	520	..	..
Plasterers and stucco workers.....	500	..	56	..	..
Carpenters.....	..	2,361	1,688	874	..
Fixture men.....	..	626	..	..	..
Roofers.....	1,400	..	..	..	..
Glazers.....	..	400	..	..	..
Painters and decorators ..	..	5,467	20	94	..
Other.....	300	9	..	..	..
Commerce, transportation....	55	88	76	71	1,353
Miscellaneous.....	75	..	..	..	..
Total.....	2,615	60,398	44,302	17,617	4,248

Germany

As noted below, the German Provisional Government has enacted a general 8-hour law. At present, however, and during the war the prevailing hours of labor ranged from 9 to 10 hours per day. According to collective agreements in force on December 31, 1914, about nine-tenths of the organized workers affected (1,254,855) worked 8½ to 10 hours per day. The details are contained in the statement below:

TABLE 7. DAILY HOURS OF LABOR DURING SUMMER AND WINTER STIPULATED IN COLLECTIVE AGREEMENTS IN FORCE DECEMBER 31, 1914

(Source: *Statistisches Jahrbuch für das Deutsche Reich*, 1916; Berlin, 1916; p. 22.) From *Monthly Review of the U. S. Bureau of Labor Statistics*, Washington, January, 1917, p. 144

Daily hours of labor	Collective agree- ments		Establishments affected		Workers affected	
	Number	Per cent	Number	Per cent	Number	Per cent
Summer:						
Less than 8 hours.....	28	0.3	651	0.5	4,838	0.4
8 hours.....	262	2.8	2,567	1.9	38,420	3.1
Over 8 to 8½ hours.....	152	1.6	4,148	3.1	40,605	3.2
Over 8½ to 9 hours.....	1,581	16.9	48,546	36.7	388,544	31.0
Over 9 to 9½ hours.....	2,217	23.8	27,455	20.8	268,567	21.4
Over 9½ to 10 hours.....	4,001	42.8	38,546	29.2	468,373	37.3
Over 10 to 10½ hours.....	372	4.0	1,361	1.0	15,119	1.2
Over 10½ to 11 hours.....	347	3.7	3,665	2.8	14,229	1.1
Over 11 hours.....	384	4.1	5,321	4.0	16,160	1.3
Total.....	9,344	100.0	132,260	100.0	1,254,855	100.0
Winter:						
Less than 8 hours.....	1,020	12.0	33,920	27.0	381,458	32.3
8 hours.....	634	7.5	6,168	4.9	89,258	7.5
Over 8 to 8½ hours.....	157	1.8	3,863	3.1	37,486	3.2
Over 8½ to 9 hours.....	1,441	17.0	36,254	28.8	293,991	24.9
Over 9 to 9½ hours.....	1,933	22.8	15,429	12.3	157,957	13.4
Over 9½ to 10 hours.....	2,405	28.3	20,780	16.5	186,903	15.8
Over 10 to 10½ hours.....	270	3.2	971	.8	8,011	.7
Over 10½ to 11 hours.....	287	3.4	3,467	2.8	12,400	1.0
Over 11 hours.....	338	4.0	4,799	3.8	14,144	1.2
Total.....	8,485	100.0	125,651	100.0	1,181,608	100.0

Slight changes in hours occurred during the war. Among those industries in which decreases took place between March, 1914, and September, 1917, were the chocolate and confectionery industries with a 2 hours reduction per day; clothing and lingerie, 1 hour and 17 minutes; hemp, twine and linen mills, 40 minutes; shoe industry, 41 minutes; trimming factories, 38 minutes; woolen, 30 minutes; and the paper industry, 18 minutes. Some increases in hours have occurred: cigar factories, 48 minutes per day; iron and steel and allied industries, 28 minutes; milling industry, 26 minutes; woodworking, 19 minutes and stone quarries, 15 minutes per day.

As reported in September, 1917,¹⁸ the prevailing hours in the chocolate and confectionery industry were 7½ per day; clothing and lingerie, 7¾ to 8 hours; precious metal manufacturing, 8½ hours; boot and shoe manufacturing, 8¾ hours; and trimmings,

¹⁸ *Reichsarbeitsblatt*, Berlin, April, 1918. (From *Monthly Labor Review of the U. S. Bureau of Labor Statistics*, Washington, October, 1918; p. 176.)

8½ to 9 hours. The daily hours exceeded 10 in the paper industry (10½ hours) and in the milling industry over 11 hours. The daily hours were in stone quarrying 10 hours; hemp and twine mills, 9½ hours; knitting and weaving mills, 9½ hours; trimming factories, 9½ hours; clothing and lingerie, 8½ hours.

Italy

The underground miners of Italy work predominantly on an 8-hour day. Surface miners, however, work 9 and 10 hours. The data are reported for 1912 but the less complete figures for 1915 show no changes.

TABLE 8. NUMBER AND PER CENT OF SURFACE AND UNDERGROUND WORKERS WORKING SPECIFIED HOURS PER DAY

(Source: *Annuario statistico italiano*, Anno 1913; Rome [1914]; pp. 266, 267)

Hours per day	Underground workers		Surface workers		All workers combined	
	Number	Per cent	Number	Per cent	Number	Per cent
8 hours.....	13,954	93.1	..	..	13,954	49.9
9 hours.....	1,038	6.9	3,643	28.1	4,681	16.7
10 hours.....	..	..	8,777	67.8	8,777	31.4
Over 10 hours.....	..	..	535	4.1	535	1.9
Total.....	14,992	100.0	12,955	100.0	27,947	100.0

Marble quarry workers have extremely short hours of work, ranging from 6½ to 8 per day as reported for 6,960 workers in the district of Carrara in 1915.¹⁹

Data for some of the principal industries of Italy show a prevailing day of 10 hours and over.²⁰ Among these are included the iron and steel industry and the chemical industry. The textile industry shows 10½ to 11 hours per day²¹; the tobacco industry, 8 hours, which is an increase from 7 hours prevailing generally up to 1912.

In September, 1918, the trade union federation of Italy initiated

¹⁹ *Annuario statistico italiano*, 1915. Rome [1917], p. 258.

²⁰ *Idem.*, p. 259 et seq.

²¹ *Idem.*, 1913. Rome [1914], p. 270 et seq.

a concerted movement for the 8-hour day. On February 20, the iron and steel and machine trades obtained by agreement with the manufacturers the 48-hour week. The change is not to be effective until July 1 for workers in continuous processes so as to allow time for adjustment in passing from a 2-shift to a 3-shift system; for other workers the change is effective May 1.

In machine shops, shipbuilding and allied trades the hours are reduced from 60 or 55 to 48 per week. In foundries the change is from a 72-hour to a 48-hour week. It is expected to maintain production with the same number of employes on the 3-shift arrangement as on the 2-shift one. No change in earnings is to take place. The agreement affects approximately 500,000 workers.²²

In the printing trade and the woolen branch of the textile industry the workers have concluded agreements for a 48-hour week, effective in the former trade since March 17. Joint boards of employers and employes will make the necessary arrangements for the changes in such a way as to prevent reduction in output and to maintain competition with foreign countries.²³

In no instances do the changes contemplated mean any reduction in wages.

Netherlands

The effect of war-time conditions in the Netherlands has been to reduce the normal hours of labor. The mobilization of the military forces and the putting of the country on a war basis restricted some industries and caused others to expand. In the industries curtailed shortening hours and short time were methods of preventing too great unemployment. The increasing demands of the trade unions backed up by a greatly enlarged membership is at present a factor in the movement for shorter hours. The 8-hour day is the first demand of the organized workers of the Netherlands.

Underground miners now work 8 hours a day, while surface men are still on the 10-hour day. Government mines, however, adopted the 8-hour day for surface workers on April 1.²⁴ Under

²² The *Labor Gazette*, prepared and edited at the offices of the Ministry of Labor; London, 1919 (March); p. 86.

²³ *Idem.*, p. 87.

²⁴ *Idem.*, p. 86.

ground men worked $8\frac{1}{2}$ hours in 1914, and surface men 12 hours per day.²⁵

State and municipal workers in the Netherlands work on the average 10 hours per day.²⁶ A shorter Saturday is worked so that the weekly hours probably do not exceed 57 hours. However, as late as 1914, thirty-four municipalities out of fifty-eight fixed the maximum daily hours of work on public contracts at 11, five at $10\frac{1}{2}$ and sixteen at 10 hours. Three cities fixed the maximum at 12 hours per day.²⁵

No recent data are at hand showing the hours worked in the principal manufacturing industries of the Netherlands. Ordinarily they are published in the official factory inspection reports, but since 1913 considerations of expense and labor have made omission of these data advisable. Figures for 1913, however, may serve as a convenient base for judging the effect of war-time changes, and to show normal conditions.

In 1913 one-fourth of the adult male workers in Dutch factories not subject to regulation by law worked prevalingly 10 hours per day, and over one-half worked over 10 hours a day; about one-tenth worked over 12 hours, while a trifle over an equal proportion worked 9 hours and less per day. Slightly less than one-fifth worked less than 10 hours per day. No important changes in hours have occurred between 1910 and 1913.

Women and children appear to work on the whole about the same number of hours per day. A week's work, however, generally does not exceed 58.

The hours as reported, it should be observed, are those worked by a majority of the employes in any establishment. The ordinary practice of the factory is considered, and the fact that some employes work a greater or smaller number of hours per day is not taken into account. The figures are for the hours prevailing in the summer time, and hence, perhaps, tend slightly to exaggerate the length of the average yearly working day. No account is taken of the fact that a shorter Saturday is worked in some fac-

²⁵ *Jaarcijfers voor het Koninkrijk der Nederlanden, Rijk in Europa*, 1914; The Hague, 1916; p. 101.

²⁶ *Maandschrift van het Centraal Bureau voor de Statistiek*; The Hague, 1918 (August), No. 8; pp. 886, 887.

tories. This, however, will not tend to reduce the weekly hours more than 3 or 4 hours for the week.

The prevailing hours of labor for 441,120 employes in all classes of factories in the Netherlands in 1913 are summarized in the table following. The normal workday for wage-earners of both sexes is 10 hours, although over two-fifths work over 10 hours per day.

TABLE 9. PREVAILING HOURS OF LABOR IN SUMMER IN FACTORIES AND WORKSHOPS OF THE NETHERLANDS EMPLOYING 10 OR MORE PERSONS, 1913

(Source: *Centraal Verslag der Arbeidsinspectie over 1913*; p. 311)

	Number of establishments	Number of wage-earners	Per cent of wage-earners
9 hours.....	4,940	43,822	9.93
9½ ".....	5,826	58,237	13.20
10 ".....	9,382	154,274	34.98
10½ ".....	2,900	67,509	15.31
11 ".....	4,912	59,131	13.41
11½ ".....	2,158	20,181	4.57
12 ".....	3,780	22,167	5.02
Over 12 hours.....	4,148	15,799	3.59
Total.....	38,046	441,120	100.00

The next table shows the distribution of all wage-earners according to prevailing hours of work per day and by industry groups.

TABLE 10. PREVAILING DAILY HOURS OF LABOR IN THE MANUFACTURING INDUSTRIES OF THE NETHERLANDS, 1913

(Source: *Jaarcijfers voor het Koninkrijk der Nederlanden, Rijk in Europa*, 1914. The Hague, 1916, pp. 92, 93)

Industry group	Number working specified hours									Per cent working specified hours		
	9 hours	9½ hours	10 hours	10½ hours	11 hours	11½ hours	12 hours	Over 12 hours	Total	10 hours or less	Over 10 and up to and including 11 hours	Over 11 hours
Stone, pottery and glass.....	674	4,391	18,173	3,368	6,282	1,604	2,643	867	38,002	61.2	25.4	13.5
Diamond cutting, etc.....	9,005	136	56	..	16	..	..	..	9,213	99.8	..	..
Printing, lithographing, etc.....	2,829	8,601	5,194	875	236	42	19	110	17,906	92.9	6.2	..
Building and construction.....	914	887	2,053	1,346	2,617	905	414	258	9,394	41.0	42.2	16.8
Chemicals.....	1,278	1,971	3,670	1,915	1,509	197	819	77	11,436	60.5	29.9	9.6
Wood, cork and straw manufacturing.....	798	1,965	11,538	4,463	5,104	2,155	1,836	982	28,841	49.6	33.2	17.2
Clothing and cleaning.....	10,318	10,334	11,391	1,775	927	450	524	389	36,108	88.7	7.5	3.8
Art industries.....	41	255	244	53	63	51	22	8	737	73.3	15.7	11.0
Leather, rubber, etc.....	89	1,151	3,586	2,011	1,669	429	237	129	9,301	51.9	39.6	8.5
Mining.....	48	33	447	167	206	51	64	13	1,029	51.3	36.3	12.4
Metal industries.....	903	2,535	10,702	6,127	4,227	1,862	969	352	27,677	51.1	37.4	11.5
Machinery and tool manufacturing.....	1,586	7,480	11,149	5,707	4,781	3,602	634	502	25,441	57.0	29.6	13.4
Shipbuilding.....	653	957	10,530	4,475	5,365	1,150	1,851	1,630	26,611	45.6	37.0	17.4
Paper.....	353	1,977	4,217	2,220	503	300	423	31	10,026	65.3	27.2	7.5
Textiles:												
Flax breaking.....	1,155	951	1,143	209	32	18	41	..	3,539	91.8	6.8	1.4
Other textiles.....	1,702	2,060	20,310	21,335	8,047	2,105	1,422	493	57,474	41.9	51.1	7.0
Manufacture of gas and electricity	2,404	1,126	3,157	606	433	75	149	27	7,977	83.8	13.0	3.1
Food and food products:												
Bakeries.....	2,984	2,811	4,191	1,355	3,481	1,643	4,954	6,349	27,771	36.0	17.4	46.6
Flour and grist mills.....	258	201	1,480	621	1,297	560	1,199	471	6,087	31.9	31.5	36.7
Creameries, etc.....	1,158	627	2,279	1,149	1,139	811	1,283	858	9,304	43.7	24.6	30.7
Tobacco and cigars.....	1,921	3,624	10,076	4,231	1,326	786	369	111	22,444	69.6	24.8	5.6
Other.....	2,751	4,164	18,688	3,501	9,871	1,395	2,295	2,137	44,802	57.1	30.0	13.0
Total.....	43,822	58,237	154,274	67,509	59,131	20,181	22,167	15,799	441,120	58.1	28.7	13.2

¹ Does not include coal mining.

Some of the more recent changes which modify the information given in the above table should be noted. The extension of the Saturday half holiday has occurred in Amsterdam in the building trades and in diamond cutting, the latter being one of the important industries in the Netherlands. The diamond cutting trade is now practically an 8-hour trade. Amsterdam and other cities are adopting the 8-hour day generally, as are also various factories throughout the country. The movement for the shorter workday is in fact general throughout the Netherlands.²⁷

²⁷ *Monthly Labor Review of the U. S. Bureau of Labor Statistics*, Washington, April, 1919; p. 184.

Scandinavian Countries

These are countries of the $9\frac{1}{2}$ and 10-hour day even among organized workers. Labor, it may be observed, too, is very well organized in these countries, particularly in Denmark, which in degree of organization ranks next to Australasia and Great Britain.

In Denmark the organized workers recently demanded the 8-hour day by law,²⁸ and showed in connection with that demand that of about 255,000 organized workers in the country 60,000 or 23.5 per cent worked 9 hours or less per day; 157,000 or 61.6 per cent worked $9\frac{1}{2}$ to 10 hours, and 38,000 or 14.9 per cent worked over 10 hours. This agrees roughly with more detailed figures secured by the government statistical bureau in connection with an analysis of collective agreements published annually. The data in question are set forth by industrial groups in the table following:

²⁸ *Meddelelsesblad utgit av Arbeidernes faglige landsorganisation i Norge*; Christiania, 1918. No. 12, p. 206. (Organ of the Norwegian Federation of Labor.)

TABLE 11. HOURS OF LABOR IN THE PRINCIPAL INDUSTRIES OF DENMARK
ACCORDING TO TRADE AGREEMENTS IN FORCE IN 1915(Source: *Statistisk Aarbog*, 1917; Copenhagen, 1917; p. 159)

Industry groups	Number of wage earners	Number for whom hours reported	NUMBER						
			Number working specified hours per week						
			8 hours and under	8½ hours	9 hours	9½ hours	10 hours	Over 10 and less than 12 hours	12 hours and over
Food and food products...	20,710	19,913	289	66	6,045	5,721	7,038	707	47
Textiles.....	4,980	4,869	..	..	33	4,488	302	46	..
Clothing and cleaning....	11,526	8,661	5	150	2,284	2,525	2,877	20	800
Construction and furniture	26,721	25,435	8	..	2,188	10,013	13,066	152	8
Woodworking.....	3,420	3,241	..	30	212	2,958	41	..	..
Hides and leather products	546	546	..	..	106	371	53	..	16
Stone, pottery, glass, etc....	7,678	4,791	50	..	675	1,930	2,083	39	14
Metal industries.....	17,789	17,003	..	..	266	15,785	944	8	..
Chemical and electro-chemical.....	3,541	3,346	781	..	..	452	2,049	14	50
Paper and wood pulp.....	1,094	1,089	..	..	..	..	1,083	6	..
Printing and publishing....	5,893	5,761	2,493	388	1,588	1,292	..	..	..
Commerce, transportation, etc.....	17,040	14,842	457	80	802	1,399	10,621	553	930
All industries combined.....	120,938	109,497	4,083	714	14,199	46,934	40,157	1,545	1,865

PER CENT									
Food and food products...	..	100.0	1.5	0.3	30.4	28.7	35.3	3.6	0.2
Textiles.....	..	100.0	..	..	7	93.2	6.2	..	..
Clothing and cleaning....	..	100.0	* ..	1.7	26.3	29.2	33.2	.3	9.2
Construction and furniture	..	100.0	*	..	8.6	39.4	51.4	.6	*
Woodworking.....	..	100.0	..	.9	6.5	91.3	1.3	..	..
Hides and leather products	..	100.0	..	..	19.4	67.9	9.7	..	2.9
Stone, pottery, and glass....	..	100.0	1.0	..	14.1	40.3	43.5	.8	.3
Metal industries.....	..	100.0	..	..	1.6	92.8	5.6	*	..
Chemical and electro-chemical.....	..	100.0	23.3	..	..	13.5	61.2	.4	1.5
Paper and wood pulp.....	..	100.0	..	..	..	..	99.4	.6	..
Printing and publishing....	..	100.0	43.3	6.7	27.6	22.4	..	..	..
Commerce, transportation, etc.....	..	100.0	3.1	.5	5.4	9.4	71.6	3.7	6.3
All industries combined.....	..	100.0	3.7	.7	13.0	42.7	36.7	1.4	1.7

* Less than $\frac{1}{10}$ of one per cent.

The average hours per week of organized workers in Norway are 52.5. This is based upon information covering 111,213 trade union workers. About one-fifth (19.2 per cent) worked 48 hours and under; nearly one-seventh (13.2 per cent) worked over 48 and under 54 hours; and approximately two-thirds (65.2 per cent) worked 54 hours per week. The remainder (2.4 per cent) worked over 54 hours. The table following (Table 12) shows

the number of workers (111,213) classified by industry group and nominal full-time hours per week.

TABLE 12. NUMBER OF WORKERS HAVING SPECIFIED NOMINAL FULL-TIME HOURS OF WORK PER WEEK IN NORWAY, NOVEMBER, 1918

(Source: *Meddelelsesblad utgit av Arbeidernes faglige landsorganisation i Norge*; Christiania, 1918, No. 12; pp. 204, 205.

	Under 48 hours	48 hours	Over 48 and under 54 hours	54 hours	Over 54 and under 60 hours	60 hours	Total	Average hours per wk.
1. Construction work.	3,207	405	859	..	..	4,471	49.4
2. Bakers and confectioners.	1,775	..	125	..	..	1,900	48.4
3. Barbering and manicuring, etc.	53	275	..	328	54.6
4. Mining.	3,600	..	2,400	..	..	6,000	50.4
5. Tinsmiths.	65	87	284	..	..	436	52.6
6. Bookbinding.	4	1,706	..	..	..	1,710	51.0
7. Book printing and lithography.	275	1,035	2,650	..	..	..	3,960	49.7
8. Breweries and distilleries.	671	..	..	671	54.0
9. Electro-plating and chemical plants.	210	7,544	..	..	7,754	54.0
10. Match factories.	1,010	..	..	..	..	1,010	48.0
11. Glass, stone, and terra cotta.	425	241	2,989	..	..	3,655	53.3
12. Goldsmiths.	814	..	..	..	..	814	48.0
13. Canning and preserving.	2,252	..	..	2,252	54.0
14. Municipal work.	7	4,066	460	54	..	..	4,587	48.4
15. Painters.	19	240	1,780	..	..	2,039	53.6
16. Foundries and machine shops.	145	116	22,563	..	..	22,824	53.9
17. Masons.	7	196	446	1,031	55	..	1,735	52.7
18. Mason laborers.	17	234	678	23	..	952	53.4
19. Furniture mfg.	249	355	1,138	53	..	1,795	52.7
20. Flour and grist-mills.	19	..	75	..	..	94	52.8
21. Sewer and water pipe laying.	14	565	..	..	579	53.9
22. Saw and planing mills; box mfg.	150	58	4,015	..	..	4,223	53.8
23. Shipping; seamen and firemen.	50	..	..	50	54.0
24. Hides and leather.	100	63	358	..	..	521	52.5
25. Lumbering.	110	25	595	..	..	730	53.1
26. Boots and shoes.	110	460	2,630	..	..	3,200	53.4
27. Tailors.	170	654	1,243	14	2,081	55.6
28. Slaughtering and packing.	49	386	97	..	..	532	52.1
29. Blacksmiths.	260	..	..	260	54.0
30. Creameries.	20	234	636	..	..	890	52.8
31. Carpenters and joiners.	284	583	3,161	140	..	4,168	53.4
32. Stone cutting.	711	..	..	711	54.0
33. Textiles.	352	2,707	..	..	3,059	53.9
34. Cigars and tobacco.	740	890	..	..	..	1,630	49.1
35. Transportation.	40	413	3,827	508	..	4,788	54.0
36. Paper and wood pulp.	2,774	3,439	5,480	400	..	12,093	51.8
37. Woodworking.	359	642	..	..	1,001	53.4
38. Miscellaneous, not specified.	45	57	1,608	..	..	1,710	52.8
Total.	289	21,068	14,653	72,492	2,697	14	111,213	52.5

Sweden may be classed as a 10-hour country; at the same time the war period has chronicled several departures from the general rule. The government itself under labor pressure made changes in hours upon its public works. By order of April 11, 1918, the government reduced the hours of labor upon its telegraph and railroad lines and water power works to 52 per week, 9 hours for the first 5 days of the week and 7 hours on Saturday. The order

took effect May 1, 1918.²⁹ The number affected is not stated, but must be considerable as the industries are among the more important ones in the country. Hours similar to the above were found to prevail in government arsenals and machine shops, as the result of an investigation in August, 1918.³⁰ Inasmuch as an 8-hour law has been enacted in Sweden to apply to all government works, conditions have been somewhat changed from those here noted.

According to consular reports, the building industry in Sweden has changed from a 57 to a 51-hour week.³¹ The change includes more particularly bricklayers, plasterers, carpenters, laborers, pile drivers, plasterers' laborers, general laborers, and cement and concrete workers.

As set forth in the official reports and collective agreements which covered 98.6 per cent of all employes under collective agreements the number and per cent of persons working specified hours per week in 1916 are shown in the two tables, following (Tables 13 and 14):

TABLE 13. NUMBER AND PER CENT OF PERSONS IN SWEDEN UNDER COLLECTIVE AGREEMENTS WORKING SPECIFIED HOURS PER WEEK, 1916

(Source: *Sociala Meddelanden utgivna av K. Socialstyrelsen*; Stockholm, 1918, No. 12; p. 1471)

Hours per week	Workers	
	Number	Per Cent
48 and less	4,662	4.0
49-53 hours	3,635	3.1
54 hours	11,468	9.9
55-56 hours	4,614	4.0
57 hours	27,681	23.9
58 hours	4,113	3.6
59 hours	7,543	6.5
60 hours	49,774	43.0
Over 60 hours	2,251	2.0
Total	115,741	100.0

²⁹ *Sociala Meddelanden utgivna av K. Socialstyrelsen*; Stockholm, 1918. No. 5; p. 622.

³⁰ *Idem*. No. 10, pp. 1087, 1088.

³¹ *Monthly Review of the U. S. Bureau of Labor Statistics*, Washington, March, 1919; p. 194.

TABLE 14. HOURS OF LABOR (NOT INCLUDING REST PERIODS) AS FIXED BY COLLECTIVE AGREEMENTS IN SWEDEN, 1916, BY OCCUPATIONS

(Source: *Kollektivavtal i Sverige år 1916* av K. Socialstyrelsen; Stockholm, 1918; pp. 12-15)

	Number of collective agreements	Number of employees affected	Number of employees for whom hours reported	Number of employees whose specified hours per week are—							
				48 hours and under	49 to 53 hours	54 hours	55 to 56 hours	57 hours	58 to 59 hours	60 hours	Over 60 hours
I. Mining and metals:											
Mining	17	3,279	3,297	3,297	..	..	..	..	..	..	..
Iron and steel works	3	131	131	..	..	..	..	73	58	..	..
Iron and steel products	15	246	246	..	..	..	209	37	..	..	..
Tinsmithing	137	499	499	..	..	..	178	298	23	..	..
Machine shops	122	3,618	3,618	..	..	397	199	3022	..	..	..
Implements and tools	1	249	249	..	249	..	..	..	..	..	..
Other	24	140	140	..	..	..	140	..	..	..	..
II. Stone, glass and pottery:											
Stone cutting	39	357	357	..	..	..	..	281	54	22	..
Glass manufacturing	20	2,060	2,060	1,285	..	..	..	671	104	..	..
Chinaware	1	205	205	..	..	..	..	205	..	..	..
Other	3	129	129	..	..	..	..	50	64	15	..
III. Lumber and woodworking:											
Timber floating	4	1,205	1,055	..	..	..	..	..	355	700	..
Saw and planing mills	32	5,430	5,335	..	..	..	289	1,260	3,786	..	..
Lumber yards	8	587	587	..	18	..	54	110	405	..	..
Carpenter and cabinet shops	96	2,152	2,152	..	..	44	1,101	985	22	..	..
Coopers	5	110	110	..	..	..	..	..	110	..	..
Cork cutting	6	352	352	..	129	223	..	..	..	..	..
Other	11	90	90	..	..	..	22	61	..	7	..
IV. Paper and related trades:											
Paper and wood pulp	26	6,364	6,364	..	..	..	..	135	3,321	2,057	851
Bookbinding	57	1,863	1,863	..	..	1,863	..	..	..	..	..
V. Food products:											
Flour and grist mills	5	269	269	..	..	..	..	138	65	66	..
Bakeries and confectionaries	563	2,920	2,905	33	..	41	107	145	2,442	66	71
Sugar refining	24	7,482	7,482	..	..	..	..	..	..	7,482	..
Breweries	22	1,800	1,521	..	..	..	..	..	20	1,501	..
Tobacco factories	1	482	482	..	..	..	..	482	..	..	..
Oleomargarine factories	3	261	261	..	..	..	24	157	80	..	..
Slaughtering and meat packing	64	356	356	..	..	..	10	220	78	48	..
Other	4	94	94	..	..	..	..	21	35	38	..
VI. Textiles and clothing:											
Spinning and weaving	108	23,000	23,000	..	..	..	..	..	..	23,000	..
Tailoring	371	2,447	2,427	..	..	..	..	21	..	2,406	..
Other	3	198	46	..	..	..	..	46	..	..	..
VII. Leather and related trades:											
Boot and shoe manufacturing	38	6,320	6,320	..	..	6,320	..	..	..	..	..
Shoe repair shops, etc.	146	365	201	..	..	21	..	150	30	..	..
Saddlery and upholstery	205	578	568	..	203	171	171	13	10	..	..
Other	1	14	14	..	..	..	..	14	..	..	..
VIII. Chemical industry:											
Fertilizer factories	4	337	337	..	..	..	..	242	..	90	5
Charcoal burnings	1	200	200	..	..	..	..	..	200	..	..
Tannic acid works	1	125	125	..	..	..	..	125	..	..	..
Explosives	3	376	376	..	..	..	286	..	..	90	..
Carbide manufacturing	1	180	180	..	..	..	..	180	..	..	..
Match manufacturing	6	2,088	2,088	..	..	..	440	1,648	..	..	..
Other	3	90	90	..	..	..	..	90	..	..	..
IX. Building trades:											
Masons	..	2,598	2,598	..	..	..	183	2,415	..	..	..
Woodworkers	707	6,349	6,349	..	..	..	355	5,994	..	..	..
Building laborers	..	5,563	5,563	..	..	..	537	5,026	..	..	..
Painters	873	5,034	5,034	..	3,036	163	230	1,576	29	..	..
Glaziers	57	200	200	..	..	..	..	200	..	..	..
Plumbers	24	1,165	1,165	..	..	740	..	425	..	..	..
Electricians	9	461	461	..	..	..	..	461	..	..	..
Road and water power work	6	321	291	..	..	..	..	271	20	..	..
Other	29	119	119	..	..	10	..	90	..	19	..
X. Municipal and public works	10	239	239	..	..	..	..	65	..	174	..
XI. Office and store clerks	16	234	234	..	..	..	79	18	25	112	..
XII. Transportation:											
Teaming and hauling	99	1,427	1,427	..	..	..	..	150	..	30	1,247
Loading and unloading	13	1,062	1,062	..	..	300	..	110	320	332	..
Street railways	2	1,247	1,247	..	..	1,145	..	..	..	102	..
Railroading	106	11,417	11,417	..	..	..	..	..	..	11,417	..
XII. Others not specified	47	510	154	47	..	30	..	..	..	..	77
Total	4,202	117,012	115,741	4,662	3,635	11,468	4,614	27,681	11,656	49,774	2,251

Argentine Republic

The city of Buenos Aires is rather remarkable as respects the short hours enjoyed by the workers in its industries. The government statistical office reports the average daily hours of labor as less than 9, i.e., 8 hours and 56 minutes; the maximum is reported as 9 hours and 50 minutes prevailing among employes in commercial houses, stores, etc., the minimum as 8 hours and 11 minutes in printing and publishing. These facts are based on data concerning 312,997 employes for the year 1916.

The proportion working specified hours per day in 1914 were as follows:

8 hours	46.6 per cent
8½ " "	27.1 " "
9 " "	19.1 " "
9½ " "	6.6 " "
10 " "	0.6 " "
<hr/>	
Total,	100.0 " "

Comparative data for the years 1914, 1915 and 1916 for the different industry groups show the following average hours of work in each:

TABLE 15. AVERAGE DAILY HOURS OF LABOR IN THE DIFFERENT INDUSTRY GROUPS OF BUENOS AIRES, 1914-1916

(Source: Argentine Republic; *Boletín del Departamento del Trabajo*, January, 1918; pp. 17, 18, 85)

Industry group	1914		1915		1916	
	Hours	Minutes	Hours	Minutes	Hours	Minutes
Food and food products . . .	9	16	9	28	9	16
Printing and publishing . . .	8	25	8	29	8	11
Transportation	9	5	8	50	8	53
Commerce and trading . . .	9	40	9	41	9	50
Construction, building, etc..	8	29	8	47	8	37
Iron and steel, etc.	8	31	8	35	8	37
Woodworking	8	32	8	34	8	43
Clothing	8	40	8	52	8	50
Hides and leather	8	35	8	33	8	33
Miscellaneous	9	1	9	5	9	14
Total	8	42	8	58	8	56

LEGISLATION AFFECTING HOURS OF LABOR

Any attempt to present the situation as respects hours of labor as disclosed by the legislation of many countries of divergent economic conditions within the compass of a brief article must necessarily be somewhat sketchy. The following survey is by no means exhaustive but it is believed to be fairly comprehensive.

Regulation of the hours of labor by law has affected three groups of workers in the historical order named: (1) women and children; (2) adult males in dangerous and unhealthful occupations, and (3) all workers regardless of age and sex or the nature of the employment. The first and second class of laws have followed the industrial revolution as it has occurred in different countries, although those of the second class applying to adult male workers have lagged somewhat behind those applying to women and children. Hours of labor laws affecting all groups of workers and kinds of occupations are very recent. They have been accepted in Europe as fast as the antagonism of business interests to them could be overcome, while in the United States such laws have met not only opposition from employers, but also constitutional objections. This latter, however, has been definitely settled by the Supreme Court at least as far as fixing a 10-hour day is concerned.³² The reasonableness of an 8-hour day, however, has yet to be settled.

Laws Affecting Women and Children

The requirements of education and the health of the rising generation are the basis of these laws. The laws generally confine themselves to the employment of women and children in factories, stores and offices, but not necessarily to all employment, as for example, in agriculture, and in the very large class of family shops and stores. The hours of labor are controlled in two ways; first by the requirement of a minimum rest period at night and during the progress of the work in the daytime, and by a maximum length for the actual working day. The situation as respects hours of labor of children in industry in the various countries is as follows:³³

³² *Bunting v. Oregon*, 37 Sup. Ct., 435.

³³ Bauer, Stephen. *Arbeiterschutz und Völkergemeinschaft*; Zurich, 1918; pp. 58, 59. (Translation in *Bulletin No. 254 of the U. S. Bureau of Labor Statistics*, Washington: Labor Legislation and the Society of Nations.)

TABLE 16. AGE LIMIT FOR ADMISSION TO WORK, LEGAL PERIOD OF NIGHT REST, AND MAXIMUM HOURS OF LABOR, FOR YOUNG PERSONS IN SPECIFIED EUROPEAN COUNTRIES BEFORE THE OUTBREAK OF THE WAR

Country	Age limit (years)	Night rest (hours)	Maximum hours of labor
Denmark	18	10	10
France	18	8	10
Great Britain	18	12	10
Finland	18	10	12
Greece	18	11	10
Norway	18	11	10
Serbia	18	9	¹ 10
Sweden	18	11	10
Switzerland	18	11	10
Netherlands	17	11	10
Germany	16	11	10
Austria	16	9	11
Bosnia	16	9	11
Belgium	16	8	12
Luxemburg	16	8	10
Portugal	16	8	10
Russia	15	8	8
Italy	15	8	11
Bulgaria	15	9	8
Rumania	15	8	8

¹ 54 hours per week.

² In winter, 10 hours.

These standards are not absolute but are subject to exceptions under certain conditions, as for instance in case of accidents arising from act of Providence and where preservation of perishable products is necessary.

The prohibition of night work of adult women workers has been the subject of an international agreement (September, 1906) to which 14 countries are parties, namely: Austria, Belgium, Denmark, France, Germany, Great Britain, Hungary, Italy, Luxemburg, Netherlands, Portugal, Spain, Sweden and Switzerland. Under the agreement the maximum night rest of 11 hours is required. For most countries these standards had been established nationally previous to the international agreement, and amounted to little more than the acceptance of a symbol, or the making of an empty gesture. Other countries, however, subsequently registered their approval of the standards set up.

The results of the night work agreement are contained in the following tabular statement:³⁴

TABLE 17. LEGAL NIGHT REST FOR WOMEN BEFORE AND AFTER THE ENFORCEMENT OF THE AGREEMENT

	Legal night rest for women	
	Before agreement	After agreement
German Empire	9 hours	11 hours
Austria	9 hours	11 hours
Hungary	No regulation	11 hours
Bosnia	No regulation	9 hours
Belgium	No regulation	11 hours
Denmark	No regulation	No regulation
Spain	No regulation	11 hours
France	8 hours	11 hours
Great Britain	12 hours	12 hours
Italy	8 hours, summer; 10 hours, winter	11 hours
Luxemburg	No regulation	11 hours
Portugal	No regulation	11 hours
Netherlands	10 hours	11 hours
Norway	No regulation	9 hours
Russia	8 hours (in textile factories)	8 hours
Finland	No regulation	No regulation (8-hour shift)
Sweden	No regulation	11 hours
Switzerland	9 hours, summer; 10 hours, winter	11 hours
Greece	No regulation	11 hours
Lichtenstein	No regulation	9 hours
Bulgaria	No regulation	9 hours, summer; 12 hours, winter
Serbia	No regulation	9 hours, summer; 10 hours, winter
Rumania	No regulation	No regulation

Certain colonies of the European powers observe the standards in question. Algiers, Tunis, Trinidad, Tobago, Ceylon, Gold Coast, North Nigeria, and Uganda have acceded to the convention. The 11-hour limit for the night rest is exceeded by Ontario, New South Wales, Western Australia, and New Zealand, the range being from 12 to 14 hours as a minimum.

³⁴ Bauer, Stephen. *Op. cit.*, p. 68.

The 10-hour working day for women as a maximum was in force before the war, in Germany, Norway, Switzerland, Greece, Portugal, England, France, Bulgaria and Serbia. It is 11 hours in Austria and Hungary, Bosnia, Lichtenstein, Spain (textile mills, 10 hours or 60 a week) and Rumania; $11\frac{1}{2}$ hours in Russia; 12 in Italy and Finland; 10 hours in Sweden and Denmark up to age 18, and in Luxemburg up to age 16; 12 hours in Belgium to age 16.

Saturday work is limited in Great Britain, Germany, Netherlands, Switzerland, Norway and Serbia.

The weekly hours of work for women in factories as fixed by law in various European countries are as follows:

52½ hours	Great Britain (textile mills).
58 "	Netherlands, Serbia.
59 "	Switzerland.
60 "	Great Britain (non-textile factories); Spain (textile mills), France, Bulgaria, Greece, Portugal.
66 "	Austria, Bosnia, Hungary, Lichtenstein, Rumania, Spain (non-textile factories).
67½ "	Russia.
72 "	Belgium, Italy, Luxemburg.

In *Canada*, Quebec, Ontario, and New Brunswick have retained the 10-hour day for women. Manitoba and Nova Scotia have a 9-hour day, and British Columbia an 8-hour day. Saskatchewan has the shortest working week for women, namely 45 hours.

Argentina has introduced the 10-hour working day for Buenos Aires (in winter 8 hours) and Ecuador, Uruguay, Finland, Norway and Germany have an 8-hour day which applies to all occupations.

In Australia the 48-hour week prevails in the six states of the Federal Union; the working day can be at the most 10 hours in Victoria and in Western Australia $8\frac{3}{4}$ hours. The 45-hour week (or the $8\frac{1}{4}$ hour day) prevails in New Zealand.

In Africa the same regulation of working hours applies to women as to men. The 12-hour day is in force in Japan, as well as in the textile factories of the East Indies; it is 11 hours in other East Indian factories. An 9-hour day for women up to 18 years has been introduced in the tea plantations in Assam.

Regulations of Hours of Adult Males

Legislation limiting the hours of adult male workers falls into two classes, the first affecting persons in occupations of every class and that affecting only those in dangerous and unhealthful trades. The latter class comprises the earliest legislation restricting the hours of labor. In the days of the guilds in Germany a working day of six hours was observed in underground mines so that the present prevailing hours actually mark a decline in some respects. Today the mines of England are on the verge of securing the 6-hour day; and Lord Leverhulme of that country looks to the 6-hour day in industry as perhaps a not distant realization.

Of the hazardous and unhealthful occupations mining is significant for the relatively short hours of labor observed by its workers. It has been estimated that three-fourths of the world's coal supply is at present produced on the 8-hour day.³⁵ The length of the underground shift in mining in various European countries is as follows:

Bosnia	12	hours
Russia	11½	"
Rumania	10	"
Sweden	10	"
Austria	9	"
Belgium (coal mines)	8½	"
Spain	8½	"
Netherlands	8½	"
Australia (New South Wales)	8	"
France (coal mines)	8	"
Great Britain (coal mines)	8	"

The statutory hours are 48 per week in Germany, Greece, Norway, Finland. No regulations are found in Hungary, Bulgaria, Italy, Luxemburg and Servia, all of which have mines. The hours as stated above mean something a trifle different in each country according to the definition of a shift. The intention, however, is generally to prevent the stay of the miner underground beyond the stated limits. The British coal mines regulation act of 1908 provided apparently for an 8-hour shift from bank to bank, but exceptions allowed make the law practically a 9 or 9½ hour law, hence the demand on the part of the miners to change the wording

³⁵ Bauer, Stephen. *Der Weg zum Achtstundentag*; Zurich, 1919; p. 11.

from "eight" to "six" and thereby to establish a real 8-hour day underground. The miners, however, compromised their demand and accepted a 7-hour day as had been promised by the government.

Hours of Labor in General Employments

Some of the general factory laws of the European countries prescribe within certain exceptions prevailing hours of work for factory employes. Most factory laws do not, however, regulate the hours of work of adult males. The Swiss factory law of June 18, 1914, reduced the working day in factories from 11 to 10 hours. Nine hours may be worked on Saturday. Overtime in excess of 2 hours a day nor for more than 80 days a year is prohibited. The law may not be evaded by giving out work at home. Spain, in 1913, also legalized the 10-hour day or 60 hours a week. France limits the workday to a maximum of 12 hours; but ministerial and other regulations may prescribe fewer hours. For example, regulations have limited the hours of labor of engineers and firemen on railroads to 10 a day. The longest hours of consecutive work may not exceed 17. In Austria the factory day is fixed at 11 hours, but with numerous and important exceptions. Denmark, Italy and Sweden do not regulate hours of adult males; the matter is left to private contract.

Eight Hour Laws

The 8-hour laws are of special interest. They are in most cases the result of revolutions or war-time conditions. While they are not all in warring countries, the war psychology, the war-time restlessness of labor, lies back of them, however remote from the actual scene of operations the countries affected may be.

Immediately following the Russian Revolution in March, 1917, the Finnish Senate ordered the 8-hour day in state railroad shops and the government printing office. On November 27, 1917, a general 8-hour day was legalized after extensive strikes in the metal industry and after it had been agitated and secured in several other trades by collective agreement.³⁶ As amended August 4, 1918, it provides for a general 8-hour day in all trades and occupations, allows overtime not exceeding 2 hours a day, or 24 hours in 2 weeks, and 200 hours a year; but an additional

³⁶ *Sociala Meddelander utgivna av K. Socialstryrelsen*, Stockholm, 1917, No. 6, pp. 802, 803; *Finlands Forfattningssamling*, 1917, No. 103, 1918, No. 94.

150 hours a year maximum may be allowed by special order of the factory inspectors.

Two other European countries now have a universal 8-hour day,—Norway and Germany having acceded to the demands of their workers, the former in a temporary act of August, 1918, and the latter by an order of the Provisional Government November 12, 1918. The Norwegian act restricts the working day in its factories to $8\frac{1}{2}$ hours and the week to 48 hours. The act repeals the 9-hour day or the 54-hour week contained in the factory act of 1915. It remains in force during the war period and 12 months after the peace declaration.³⁷

The order of the German Government³⁸ applies to workers in all industrial establishments, inclusive of mining, Federal, state and municipal works, and “in agricultural subsidiary establishments of an industrial nature.” This latter phrase probably includes, for instance, such operations as those of creameries or dairies or cheese factories run as part of the operations of large landed estates.

The order provides for a net 8-hour day, i.e., one exclusive of rest periods, but permits that a shorter Saturday or day preceding a holiday may be observed by making up the necessary hours during the other working days. General exceptions to the daily working hours are to be allowed in railroading and the various services of communication; but these exceptions are to be arranged by agreements between the parties or by governmental order in default of such agreement. Temporary emergency work is exempt from the law.

Work of a continuous nature and where an immediate shortage of labor exists may secure special exemption after consultation with both employers and workers. Sixteen hours is the maximum allowed at shift changes in continuous operations, to be followed by an uninterrupted rest of 24 hours for those in the overlapping shift.

While the 48-hour week is the rule by collective bargaining in Australia, one of the states in 1916 enacted an 8-hour law.³⁹ In

³⁷ *Sociale meddelelser utgit av Departementet for Sociale Saker, Handel, Industri og Fiskeri*; Christiania, 1918, No. 4; p. 187.

³⁸ *Reichsarbeitsblatt*; Berlin, 1918 (December); p. 880.

³⁹ *New South Wales Official Year Book*, 1917, pp. 537, 538.

practice in New South Wales the 8-hour principle is applied in 5 working days of $8\frac{1}{4}$ hours each and $4\frac{1}{4}$ hours on Saturday. The 8-hour act of 1916 limits work underground in coal mines to 96 hours in 14 days for firemen, examiners, etc.; to 48 hours in 6 days for men handling coal; and to 8 hours during the 24 for all others. In metalliferous mines, above ground work, it is limited to 8 hours in the 24, or 88 hours in 14 days, and in underground shifts 6 hours if during 4 hours the temperature is above 81 degrees Fahrenheit. All other industries are to operate 8 hours per day for 6 days a week, 48 per week or 96 hours in 14 days. Overtime is not prohibited, but must be paid for at prescribed rates. However, it may be prohibited by agreement or by an award of an industrial court.

The factory act of 1908 of New Zealand requires $8\frac{3}{4}$ hours work per day and 48 hours per week with restricted overtime to be paid for additionally but at regular rates. It is interesting to note that those doing work in their own establishments must observe these hours. This is aimed at the Chinese laundrymen to prevent unfair competition on their part with local labor. The usual method of all laws, it may be observed, is to lower standards to prevent competition of backward and low standard labor; here is an instance of raising standards to prevent competition.

Two Spanish American states have enacted general 8-hour laws, namely, Ecuador and Uruguay.⁴⁰ The Uruguayan law of November 17, 1915, makes the 8-hour day applicable to any factory, workshop, shipyard, stoneyard, harbor works, shipping and all commercial and industrial undertakings, including also public works. While overtime is permitted, the hours of work may not exceed 48 per week. The law of Ecuador, September 4, 1916, while very similar in its scope and application, is apparently less drastic in its overtime provisions, and does not apparently restrict the amount except in so far as extra compensation is required to be paid.

⁴⁰ *Monthly Review of the U. S. Bureau of Labor Statistics*; Washington, April, 1916; Jan., 1917.